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Supervisors should be made aware of the fact that they can direct the creative energies of their employees toward organizational goals by letting them play some part in making the decisions that affect them.

Supervisors should be made aware of their responsibility for training subordinates in order to help them grow.

The quality of a supervisor is directly related to the quality of his followers and his own results are essentially those of the followers.

A supervisor should take the time to get to know his people, their characteristics, problems, wants and fears, both on the job and off the job. This would include having some knowledge of an employee's family.

A supervisor should learn to be a good listener -- listen to his employees in depth.

#### Communication.

Supervisors should become aware of the importance of their own background and environment and the part it plays in the judgments they bring to bear on their employees and to the group generally.

A supervisor should make it possible for his subordinates to express their ideas and feelings openly without being considered immature or inadequate for doing so.